



Relationships

Civil Engineering Construction Contractors

In 1960, I came to Bombay in search of a job, and put an advertisement in TOI in the "Situations Wanted" column. I was offered a job by late Mr. E.M. Billimoria, our Chairman's father in his son's Company.

On the same day I received another two offers. At that time BEB & Co. was just a "country craft" compared to other companies which were "luxury liners".

At the time of the interview, I was plainly told by our Chairman that only hard working boys would have a bright future in his company. I decided to join BEB & Co. even though higher salaries and better working conditions were offered by the other companies. I had some fascination to sail in a "country craft" rather than to be a passenger in one of the "luxury liners".

Working for a small company, directly in contact with the top two bosses proved to be a thrilling experience. My motto was to work harder than my two bosses. It did not take much time for them to realize that and reward me for all the hard work I did.

The rest is history. We are now sailing in a safe and comfortable "luxury liner", but, for the continual smooth voyage of our big ship we must have the unstinted efforts of all our people.

I am writing this note primarily to all the young engineers who have joined BEB recently. You can be assured of a very bright future if you are prepared to do sincere and hard work. There is no replacement for hard work.

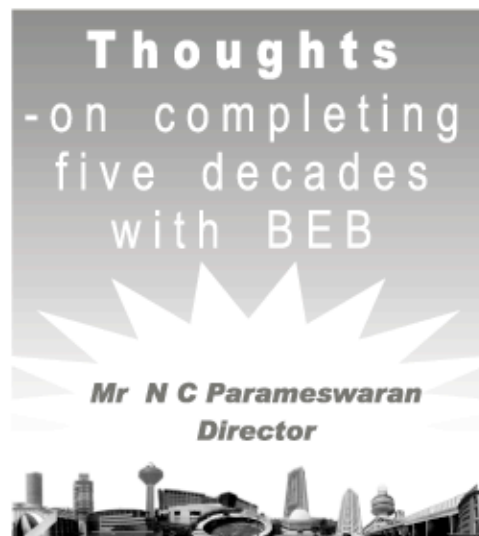
As an Engineer, it is very important and essential that you have experience in

- field survey
- supervision and site management
- quantity surveying and
- planning

You will be a successful Planning Engineer only when you have first hand experience in the field, and understand the innumerable difficulties that you will come across during execution of a variety of work.

Each and every engineer working at different project sites should consider that the project site belongs to him/her and he/she should work whole heartedly to ensure successful completion. A project's success depends mainly on maintaining the high quality standard set by the founders, timely completion and ensuring cost control.

Project costs must be controlled by Site Engineers by assuring that wastage is minimized/eliminated, and by obtaining maximum productivity from the work force deployed at site. Productivity of the work force will depend on the day to day planning of the work and it is here that our engineers have to play a major role.



You will perhaps not believe that with the conventional system we used to complete slabs in a 7 days cycle, with a bare minimum of machinery and most of the work done manually. Today, with the availability of all types of sophisticated plants and equipment, we are unable to complete slabs even in a 10 day cycle. Our engineers should take this up as a challenge and plan the work in a way that we save time.

We completed Foil Mill Plant for Indal, Kalwa, within a record time of 8 months. The Plant along with ancillary structures was more than 16000 M² and included construction of Oil Cellar of size 30.0 M x 20.0 M x 5.0 M. For the excavation and

carting of debris for the Oil Cellar and Plant Building, we had employed more than 100 manual workers and also 80 donkeys. We had only 2 Nos. 10/7 mixers and ¾ vibrators and few truck loads of bamboos for scaffolding. Today even with the help of Poclain, dumpers, batching plants and other modern equipments, we would hesitate to agree to a time frame of 8 months for completing such a plant. Timely completion of any project will depend upon proper planning and arranging supply of materials at the appropriate time.

An engineer's role does not stop with executing work as per drawings and specifications. It is also an engineer's responsibility to see that any issues/disputes are resolved during the course of work, and are not permitted to accumulate at any stage of the work. Resolution of disputes in a timely manner provides great advantage in getting the project executed smoothly and on time, it promotes good feeling with our associates, clients, contractors etc., and ensures that time is not wasted on unnecessary adjudication/arbitration.

From Head Office, we can help the Project Engineers by timely supply of materials and through receiving timely payments from clients, as per contract conditions. Since the inception of the company, we have faced problems of realizing payments from clients on time. We need to improve this situation expeditiously for the benefit of our company.

During nearly five decades of service with the Company, I have been fortunate to have enjoyed the support of number of competent senior engineers who have worked with sincerity and commitment. I have been working throughout this period with no/minimum rest and recreation. I now need some rest. In today's world we need fresh minds and some new ways of thought to resolve the complex problems that the fast changing industry environment keeps throwing at us. Our Company should not face the problem of old hands staying on. If wisdom is supposed to come with age, then surely the final wisdom is to know when to quit. I am sure that with your total support, I will be able to decide the date very soon.



Letter



ON THE FIRST ISSUE OF THE BEB NEWSLETTER

Mr Amrish Jalali, Project Coordinator - Planet Godrej

I AM GLAD TO READ THE NEW MANTRA "Building Relationships" in the first edition of the newsletter of our organization.

I would also like to share my sense of pride seeing the BEBL identity banner fluttering at the highest level above ground on our cranes at the Planet Godrej site. I am sure everybody in the company shares this sentiment, as it is the beginning of a new chapter in the future development of the organization. Our banner will keep fluttering at higher and higher levels "Amen".

Some basic fundamentals could be followed for completing a project successfully:

SQQT The usual Quality, Quantity and Time relationship meaning, the setting of parameters for acceptable Quality with respect to Quantity of work to be done, in a

Time frame acceptable to the client and all this with a Prefix of "S" for "Safety First".

Once a balance is maintained between the 4 letters, the job can be accomplished well with the essential support of the 4 "M"s i.e. Men Material Machinery Money.

Above all the need of the hour is to emphasize developing a sense of pride in belonging to the organization by synergizing the positive energies of everybody, to get the best output of all our colleagues while implementing projects. CONTINUAL IMPROVEMENT is the Key.

I would like to wish everybody in BEBL good luck for well planned starts to our new projects.

Sketch of life



ON JOINING BEB

Mr Devdatta B Sanzagi, Management Trainee

The day when I entered BEB I had kept a blank sheet in front of my mind with an aim to draw the sketch of my life here. Now when I turn back and have a look at that sheet, I find myself lucky to be working here. The three of us are among the lucky few from NICMAR who have really got to an opportunity use both the Management knowledge and the Technical knowledge which we had gained at NICMAR.

The people here at BEBL are co-operative and never ever made us feel that we are new to their family. Most of the personnel are sincere, dedicated and hardworking. There is virtual absence of groupism and parochialism. No constant interference from Management, as often occurs in most of the Construction related companies.

I feel that the following suggestions would help improve the performance of our Company -

- > Internal seminars should be conducted by engineers who are working on specialized projects so that all engineers of our company can enhance their knowledge through shared experiences.
- > Video filming of key operations will help create a valuable training resource for future.
- > A library should be made to record the valuable lessons learnt by many of our veterans during their career, as these Engineers had worked with resources and machineries which are far behind in terms of technology as compared with the recent ones. These valuable records can be put to excellent use by our management for reference and training.

There is also a small suggestion that we should set-up a Business Development

section within our organization. This section will handle all the presentations which we have to give to our clients for Tender purposes.

This will serve the dual purpose of easing the pressure on the tendering department and will also help us create a better impression on our clients.

BEB should seriously consider a foray into real estate development with special reference to the retail sector and integrated township projects. The reasons for advocating this are:

- > Margins in the Real Estate are far better than those in the Contracting business.
- > With FDI in the retail sector in India the scope for entering this sector has broadened in the recent past.
- > We should seriously consider entering "Design & Build" type of contracts. With more and more foreign companies investing in India, "Design & Build" type of contracts will increase.

In concluding, I would once again like to thank the Management team of BEBL for recruiting us and showing confidence in us by the important assignments handed to us.



'Ashok Towers'



Project Update



Mumbai, Bangalore, U.P. and Pune

Mr S N Bhat, General Manager- Operations

RESIDENTIAL

'Ashok Towers' at Parel, Mumbai
3 towers having ground + 30 floors and 1 tower having ground + 51 floors with 3 levels of podium

'Mantri Green' at Sampige Road, Bangalore
2 towers having 1 basement each and 2 towers having 2 basements each:
All 4 towers with ground + 16 typical floors and penthouses of 2 levels

'Planet Godrej' at Byculla, Mumbai
4 towers having 48 + 3 floors and 1 tower having 48 + 3 floors: All 5 towers with part podium

'Ashford' at Lower Parel, Mumbai
2 towers having 23 floors each + 2 level parking with in-house amphitheatre

'One Altamount Road' at Altamount Road, Mumbai
12 parking levels + 22 typical floors with duplex flats

'Lodha Grandeur' at Parel, Mumbai
Basement having ground + 26 floors

'Govind Niwas' at Altamount Road, Mumbai
Double basement + 40' high podium having 18 floors with 3 level parking
'Piramal House' at Worli, Mumbai
1 tower having ground + 13 floors with basement

'Chateau Paradise' for Lodha at Worli, Mumbai
Double basement having ground + 6 floors

'Regency Park' for Godrej at Thane
Stilt + 23 floors

'Apollo Mills' Lodha at Lower Parel, Mumbai
Construction of tower

CORPORATE

Godrej **'Eternia'** at Shivajinagar, Pune
Stilt + 10 floors

Godrej **'Genesis'** at Bavdhan, Pune
Basement having ground + 3 floors

'Brigade Gateway' at Malleshwaram, Bangalore
Double basement having ground + 28 floors

'Shanudeep' at Altamount Road, Mumbai
Ground + 3 floors

UTILITY

'Breach Candy' Hospital at Breach Candy, Mumbai
Alteration, addition & renovation of hospital building

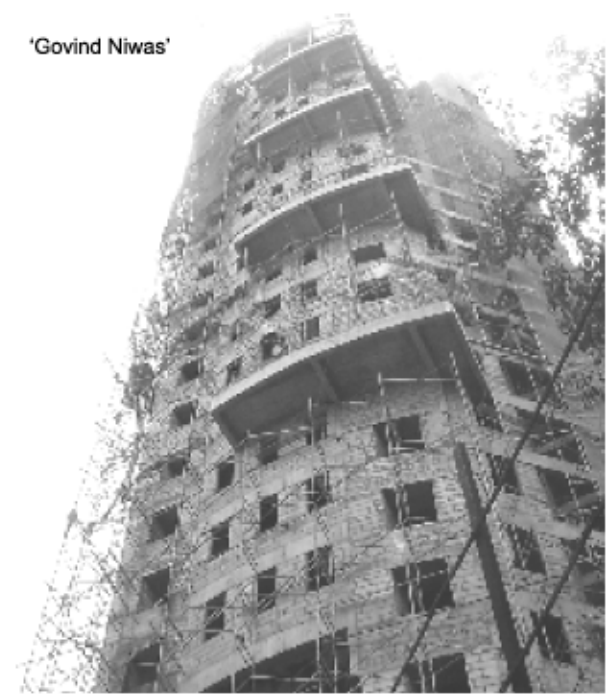
INDUSTRIAL

'Procter & Gamble' factory at Baddi, Uttar Pradesh
Civil, structural and infrastructural work for fabric, home care and beauty care manufacturing unit

'S. H. Kelkar' at Patalganga, Raigad
Civil, structural & miscellaneous works of fragrance manufacturing unit

'Raptakos Brett & Co. Ltd.' at Thane
Civil, structural and plumbing work for R&D and liquid oral manufacturing plant

'Govind Niwas'



Concrete - Mix

APPROACH TO MIX DESIGN

Mr R P Raool, Senior Engineer - Planet Godrej

FUNDAMENTALS

Concrete is a mixture of Cement, Aggregates, Admixture and Water, and each constituent has its own specific function.

Out of the constituents of concrete "Cement" is by far the costliest component and therefore optimum use of this component is essential to produce the right "need based" concrete, in the most cost effective manner.

The coarse Aggregate acts as a filler material. The voids in coarse aggregate are filled by fine aggregates and voids in the fine aggregate are filled by cementitious materials paste.

Admixtures are also costly ingredients and their use in plastic concrete (i.e. fresh concrete) imparts certain properties such as increased workability, acceleration or retardation of setting time of cement, sealing pores in cement water paste to reduce permeability etc.

Concrete has to meet certain specifications when it is plastic (i.e. fresh) and when it is set (i.e. hardened). In its plastic state, concrete has to have sufficient cohesion and flow, so that it can be compacted without segregation or bleeding and safely transported in perfect condition for deployment by the user. When hardened, concrete has to possess required strength to the imposed stresses and fulfill serviceability conditions.

PARAMETERS OF MIX DESIGN

Fresh Concrete -

- Should be cohesive and should not segregate
- Should not bleed
- Should have good workability for proposed conditions of handling, placing and compaction.

Use of admixture

The workability of concrete is governed by several factors such as -

- aggregate cement ratio (A/C ratio by weight)
- water cement ratio (W/C)
- grading of aggregates
- particle shape
- cementitious material content
- fines dosage (passing 150 micron) and
- air content of the concrete.

Although there is no ideal test for workability, the various test results, which indicate the different aspects of workability, should be judiciously used in designing a concrete mix suitable for particular job. The workability of concrete is determined by slump test, V.B. test or compaction factor, flow table etc. Slump and V. B. Tests are simple to carry out at site. Though the slump test is the most widely used test, it does not measure workability, but is very useful in designing controlled concrete mixes (especially high strength concrete), where a vibrator is invariably used and mixes are harsher. It is observed that the V. B. test represents a good reproduction and indicates a combination of both compactability and flow of concrete.

SET CONCRETE

Important properties of hardened concrete are:

- Strength usually expressed in terms of compressive strength
- Durability
- Density
- Impermeability
- Surface appearance

Strength of Concrete

The most important requirement of good concrete is a satisfactory compressive strength at 28 days. A number of other properties like durability, impermeability, abrasion resistance etc., are found to be in direct proportion the compressive strength of concrete.

Generally, for the purpose of design mix for low and medium strength of concrete mixes, the selection of the water/cement ratio is influenced by A/C ratio, workability of the concrete, the type and the maximum size of the aggregate.

Project Outline

INDIA GYPSUM LTD. (BPB) - WADA PROJECT

Mr P N Nair, Project Manager

India Gypsum Ltd (BPB) a multinational company is a major global player in the field of manufacturing 'Gypsum Board' & 'Universal Plaster'. The manufacturing facility for the development of Gypsum Plasters is located about 65 kilometres from Mumbai at Nare & Vadavali village, Taluka Wada, District Thane. The total land area is around 89450 sq. mts. and the of 15000 sq mts. was commissioned in 2 stages.

The project has been designed by leading consulting engineers, M/s SEMAC Private Limited and Bovis India monitored quality control and coordination with machinery

erection agencies and electrical contractors.

SCOPE OF WORK

In addition to the civil work, the contract includes structural fabrication and erection, roofing with colour coated galvalum sheets at varying heights, RCC roads, compound walls etc.

The Universal Plaster Manufacturing Plant includes the following units

- Gypsum covered storage
- Gypsum Feeding

- Plaster mill plant
- Mixing Tower
- Plaster Bag Warehouse
- Vermiculate Storage
- Peralite exfoliation buildings
- Oil installation
- Power House
- Underground tank and fire fighting water tank
- Road
- Compound wall
- Security Building

The Plaster Board Manufacturing Plant includes the following units

- Gypsum covered Storage I/II
- Gypsum Mixing I/II
- Crusher room
- Transition tower
- Boiler house
- Calcination Plant
- Preparing Station
- Plaster Board warehouse
- Paper Store
- Customer Service room

Notable among the above structures is the Mixing Tower which is constructed on an RCC raft measuring 13.0m x 12.0 m. x 6 m and which has 34 structural steel columns of 33.0 m height and 9 platforms.

Also, the Plaster Board Warehouse of plan area 202.0 m x 48.0 m. constructed on 76 RCC columns, total truss fabricated 29 numbers spanning 48.0 m. and each truss weighing 5.0MT.

The total structural steel work of fabrication and erection complete is 1920 MT.

The entire site area was inundated with heavy rains during July of the monsoon of 2004 and despite these odds remarkable progress was achieved within a time frame of 4 months i.e. by October 2004, as is borne out in the pictures below.

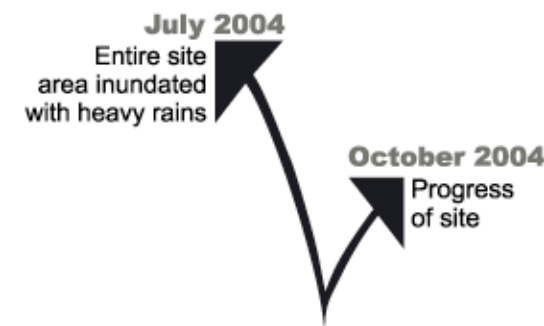
The BEB flag was kept flying high by the entire site team who completed this challenging project well within the stipulated time frame and to the entire satisfaction of the client.

This demonstrates that our team lived upto the motto

"Where there is the WILL, there is a WAY"



The most important requirement of good concrete is a satisfactory compressive strength at 28 days



INDIA GYPSUM LTD.



Welcome Aboard

2006 H R Desk

FINANCE

Vishwas M Gadre
G M - Finance

PROJECT MANAGER

Sunil Ganesh Deshpande
Thomas Mathews

ENGINEER

Amit Kher
Amol Mahadeo Patil
Animes Fyz Sarkar
Anthony Paul
Binodkumar Nokhe Jha
Chandrashekhar D Moghe
Dipak Kalyanrao Gandle
M R Ramesh
Manoj Devidas Gianani
Mubinuddin Mohiuddin Malik
Mukunda Chandrashekhar Mulay
Nagamanikumari E S Lokavarapu
Nilesh Balbhim Waykule
Nishikant Hemant Dhawale
Nitin N Pawar
Nivedan Bhimrao Torne
Pawan Tarashankar Singh
Prakash B Patil
Prasad N Chavan
Prashant Shantaram Surve
Purnima Santosh Patil
Rajesh Sureshlal Gangwani
Sabhajeet Singh
Sachin R Mahajan
Santosh Bapurao Mohite
Saranga A Acharya
Shivraj Chandrakant Patil
Shridhar Bhimrao Bhasti
Siraj Hussain Mohd.
Sushant D Jaind
Swapnil Dileep Jugal
Vijay B Fulwar
Vijaykumar Gulab Singh
Vivek Dagdu Pawar
Vikram Ashok Pore

FOREMAN

Dineshkumar M Kushwaha
Gopikrishnan Kaladhar Khanal
Rajnikant Jha
Sanjay Tukaram Randave

SHUTTERING FOREMAN

Dattaram J Ambre
Girishkumar Ramchandrar Gound
Mrinal Kanti Mallick
Rajkumar Bishwanath Kirtonia

SUPERVISOR

Abdulkhaleq Fatehmohammad Ansari
Ashish Vishwanath Khamkar
Ashok Gangadhar Natekar
Ashok Gangaram Jadhav
Balaji Gunaji Ped.
K M Thompson
Laxman Shashirao Kamble
Mangal Somnath Singh
Manish Bharatlal Pangaonkar
Manoj Kumar
Mhod. Zahir Fateh
Prashant Vinayak Katpilwar
Pravin B Thorath
Rajan Dashrath Patole
Ramchandra Arjun Jadhav
Rameshwar Rajeshwari Tiwari
Sachin Suryaji Chavan
Sandeep Shrikant Shinde
Shyambhawan Baijnath Singh
Sirajuddin Kifaitulla Khan
Subhash Bramhddeo Yadav
Sujeetkumarr Rampravesh Singh
Vilas Vitthal Padelkar
Vishnu Pandit Pawar
Vishnu Pawan Naik

STORE KEEPER

Bharat b. Pangaonkar
Paresh Madanmohan Shah
Ramharakh Rambahal Prajapati
Sarvottam Menaka Shetty

CRANE OPERATOR

Ankush Balbhim Dolse
Siddharth Arjun Bhide
Sunil S Kamble

ELECTRICIAN

Madukar Bajirao Jagdale
Nagappa Thippanna Bandari
Namdev Shivraj Ingole
Ravindra Barku Sonawane
Shravan Herappa Suryagan
Vilas Tryambakrao Bhongade
Vinayak Suresh Arolkar

CONCRETE PUMP OPERATOR

Mithailal Ramdhuri Nisad

MECHANIC

Hassan K Khan
Parmeswar Kondiba Aher
Ramesh T Bhalerao
Sunil Digambar Maske

SAFETY

Rajendra Purshottam Purandare
Elavarasan K
Nivrutti Dagdu Darekar
Pandurang Simanna Pote
Vilas Ranba Patil
Yuvraj Maruti Kamble

MANAGEMENT TRAINEE

Kedar Madhav Limaye

LEGAL

Madhavi Shivaji Degaonkar

RECEPTIONIST

Suman Kantilal Chudasama

DRIVERS

Bhikaji Pandurang Patil
Premaraj A Velayudhan
Shaji Nelson

Farewell

2006 H R Desk

Smarajit Roy Chowdhary
Manager Contracts

Yogesh N Wagh
Engineer

V Umashankar
Engineer

Sunilkumar Sharma
Engineer

Sanjay Keshri
Engineer

Sandeep D Kamble
Engineer

R T Bandodkar
Engineer

Prithivi Dharma Prabhu
Engineer

Jayesh M Panvelkar
Engineer

Ganesh M Vishwas
Engineer

Gajanan B Sapte Patil
Engineer

Sanket Badle
Jr. Engineer

Sanju J Kale
Res. Engineer

Sadanandan t S
Foreman

Ramnaresh J Sharma
Foreman

Rajesh Kumar Singh
Foreman

Mrs. Manisha N Kapadne
Receptionist

Initiatives
S N Bhat
General Manager - Operations

To tap the huge knowledge bank that we have at BEB, and share the value of this with our colleagues, please could you send in your thoughts on:

How to REDUCE cost at our sites:

- Generation of debris
- Consumption of electricity
- Consumption of water

You are requested to send in your suggestions to Mr S. N. Bhat at HO.

Suggestions of value will be published in the next BEB newsletter.

IT Desk

Recent initiatives

Mr Ramesh Sundaram
Assistant General Manager - Systems

I would like to share with colleagues the recent initiatives taken by our Management We now have in place

1. Licensed software - Microsoft, Oracle & Other Software are being used at BEB
2. Powerful Servers & Storage Boxes that can host ERP Application
3. A Structured Local Area Network with additional switch
4. An ERP System and implementation is in progress
5. Policies developed for IT users.
6. Two sets of back-up are being maintained for Application & User Data, of which one is stored off-site
7. Internet & Email Services re-defined for better management with the objective of reducing monthly recurring cost.
8. Receipt of junk mails have been restricted thereby saving on time & bandwidth cost.

Interconnectivity between Sites and HO to share ERP application is in progress.

We have also instituted training schedules for HO & site users and extensive hands-on training has been provided to users on ERP & other applications being used on a daily basis.

I would welcome your suggestions on any in-house training that you feel would enhance the IT skills for applications presently used at our company.

TIP - for Printing

For any lengthy printing you carry out for your own reference, or draft letters, to save paper usage please use the following procedure under the PRINT option proceed to

Properties
Paper/Output

Under the options shown below 2 Sided Print Select - 2 Sided Print

and - OK

This back-to-back printing option is environmentally friendly and cost friendly as paper usage is reduced.



MUMBAI

--- the heart which pumps blood to India.

- Pays one third of the country's Income Tax
- Pays 60% of the country's Custom's Duty
- Pays 20% of country's Central Excise
- Accommodates 10% of India's Urban Populations
- Generates 10% of India's industrial jobs
- Ports handle 40% of India maritime trade
- Airports handle 58% and 41% India's international and domestic traffic respectively
- "High" from where the biggest chunk of offshore Oil and Natural Gas is produced
- Is the home of India's Nuclear Programme
- Is the country's largest Naval base
- Is the financial capital of India
- Is the most cosmopolitan city in India
- Is the birth place of B E B L

S N Bhat, General Manager - Operations



The thoughts below, published in the media, have been shared with us by Mr S N Bhat and Anila Jayachandran

Are you in control of your life?

When you look at the lives of successful people you would find a common trait that underlines their success. They did not subscribe to the concept of fate. They did not allow themselves or their actions to be dictated by anything other than themselves.

You are the master of your fate and the captain of your soul. When you don't believe in the idea of being in control of your life you automatically lose the power to form your own character.

When you come across circumstances, they will test your character and that is Nature at work. Only you possess the power to choose the path you are going to follow. The ability to do so is an enormous responsibility as you would also have to face the consequences of your actions. You can, at any time decide to alter the course of your life. You are the master of your joys and your sorrows.

Personal mastery teaches us to choose. Choosing is a courageous act: picking the results and actions which you will make into your destiny.

Anila Jayachandran, Manager - EDP

From feedback received, the first issue of the BEB Newsletter was endorsed as a good initiative by several of our colleagues and we hope that many more of you will contribute to forthcoming issues. Please forward contributions to paga@bebanco.com



All people smile in the same language.

-From the WorldWide Web

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BUILDING Relationships

